

WHAT IS CLAIMED IS:

- 1 1. A method for managing an employee by a plurality of
2 managers, said method comprising:
3 receiving evaluation data pertaining to the employee from
4 each of the managers;
5 calculating a combined evaluation for the employee from the
6 received evaluation data;
7 receiving planning factors data pertaining to the employee
8 from each of the managers;
9 calculating a combined planning factors for the employee
10 from the received planning factors data; and
11 storing the combined evaluation and the combined planning
12 factors in an employee profile data area corresponding
13 to the employee.
- 1 2. The method as described in claim 1 further comprising:
2 storing the evaluation data and the planning factors data
3 in the employee profile data area.
- 1 3. The method as described in claim 1 wherein at least one of
2 the planning factors is selected from the group consisting
3 of salary planning data, stock option planning data, award
4 planning data, and promotion planning data.
- 1 4. The method as described in claim 1 further comprising:
2 identifying an allocation percentage for each of the
3 managers, the allocation percentage indicating an
4 allocation of the employee to the manager;
5 weighting the planning factors data received from each
6 manager with the allocation percentage corresponding

7 to each manager, wherein calculating the combined
8 planning factors includes using the weighted planning
9 factors; and
10 weighting the evaluation data received from each manager
11 with the allocation percentage corresponding to each
12 manager, wherein calculating the combined evaluation
13 includes using the weighted evaluation data.

1 5. The method as described in claim 1 further comprising:
2 displaying the planning factors data provided by each of
3 the managers on a plurality of display devices,
4 wherein each display device corresponds to one of the
5 managers;
6 receiving comments corresponding to the displayed planning
7 factors data from at least one of the managers;
8 receiving a revision request from one of the managers
9 corresponding to the planning factors data;
10 revising the planning factors data in response to the
11 revision request; and
12 storing the revised planning factors data in the employee
13 profile data area.

1 6. The method as described in claim 5 further comprising:
2 recalculating the combined planning factors data in
3 response to the revisions; and
4 dynamically displaying the revised planning factors data on
5 each of the display devices.

1 7. The method as described in claim 1 further comprising:

2 displaying the evaluation data provided by each of the
3 managers on a plurality of display devices, wherein
4 each display device corresponds to one of the
5 managers;
6 receiving comments corresponding to the displayed
7 evaluation data from at least one of the managers;
8 receiving a revision request from one of the managers
9 corresponding to the evaluation data;
10 revising the evaluation data in response to the revision
11 request; and
12 storing the revised evaluation data in the employee profile
13 data area.

- 1 8. An information handling system comprising:
2 one or more processors;
3 a memory accessible by the processors;
4 one or more nonvolatile storage devices accessible by the
5 processors; and
6 a matrix management tool to manage an employee by a
7 plurality of managers, the matrix management tool
8 including:
9 means for receiving evaluation data pertaining to the
10 employee from each of the managers;
11 means for calculating a combined evaluation for the
12 employee from the received evaluation data;
13 means for receiving planning factors data pertaining
14 to the employee from each of the managers;

15 means for calculating a combined planning factors for
16 the employee from the received planning factors
17 data; and
18 means for storing the combined evaluation and the
19 combined planning factors in an employee profile
20 data area corresponding to the employee.

- 1 9. The information handling system as described in claim 8
2 further comprising:
3 means for storing the evaluation data and the planning
4 factors data in the employee profile data area.
- 1 10. The information handling system as described in claim 8
2 wherein at least one of the planning factors is selected
3 from the group consisting of salary planning data, stock
4 option planning data, award planning data, and promotion
5 planning data.
- 1 11. The information handling system as described in claim 8
2 further comprising:
3 means for identifying an allocation percentage for each of
4 the managers, the allocation percentage indicating an
5 allocation of the employee to the manager;
6 means for weighting the planning factors data received from
7 each manager with the allocation percentage
8 corresponding to each manager, wherein calculating the
9 combined planning factors includes using the weighted
10 planning factors; and
11 means for weighting the evaluation data received from each
12 manager with the allocation percentage corresponding

13 to each manager, wherein calculating the combined
14 evaluation includes using the weighted evaluation
15 data.

1 12. The information handling system as described in claim 8
2 further comprising:
3 means for displaying the planning factors data provided by
4 each of the managers on a plurality of display
5 devices, wherein each display device corresponds to
6 one of the managers;
7 means for receiving comments corresponding to the displayed
8 planning factors data from at least one of the
9 managers;
10 means for receiving a revision request from one of the
11 managers corresponding to the planning factors data;
12 means for revising the planning factors data in response to
13 the revision request; and
14 means for storing the revised planning factors data in the
15 employee profile data area.

1 13. The information handling system as described in claim 8
2 further comprising:
3 means for displaying the evaluation data provided by each
4 of the managers on a plurality of display devices,
5 wherein each display device corresponds to one of the
6 managers;
7 means for receiving comments corresponding to the displayed
8 evaluation data from at least one of the managers;
9 means for receiving a revision request from one of the
10 managers corresponding to the evaluation data;

11 means for revising the evaluation data in response to the
12 revision request; and
13 means for storing the revised evaluation data in the
14 employee profile data area.

1 14. A computer program product stored in a computer operable
2 media for managing an employee by a plurality of managers,
3 said computer program product comprising:
4 means for receiving evaluation data pertaining to the
5 employee from each of the managers;
6 means for calculating a combined evaluation for the
7 employee from the received evaluation data;
8 means for receiving planning factors data pertaining to the
9 employee from each of the managers;
10 means for calculating a combined planning factors for the
11 employee from the received planning factors data; and
12 means for storing the combined evaluation and the combined
13 planning factors in an employee profile data area
14 corresponding to the employee.

1 15. The computer program product as described in claim 14
2 further comprising:
3 means for storing the evaluation data and the planning
4 factors data in the employee profile data area.

1 16. The computer program product as described in claim 14
2 wherein at least one of the planning factors is selected
3 from the group consisting of salary planning data, stock
4 option planning data, award planning data, and promotion
5 planning data.

1 17. The computer program product as described in claim 14
2 further comprising:
3 means for identifying an allocation percentage for each of
4 the managers, the allocation percentage indicating an
5 allocation of the employee to the manager;
6 means for weighting the planning factors data received from
7 each manager with the allocation percentage
8 corresponding to each manager, wherein calculating the
9 combined planning factors includes using the weighted
10 planning factors; and
11 means for weighting the evaluation data received from each
12 manager with the allocation percentage corresponding
13 to each manager, wherein calculating the combined
14 evaluation includes using the weighted evaluation
15 data.

1 18. The computer program product as described in claim 14
2 further comprising:
3 means for displaying the planning factors data provided by
4 each of the managers on a plurality of display
5 devices, wherein each display device corresponds to
6 one of the managers;
7 means for receiving comments corresponding to the displayed
8 planning factors data from at least one of the
9 managers;
10 means for receiving a revision request from one of the
11 managers corresponding to the planning factors data;
12 means for revising the planning factors data in response to
13 the revision request; and

14 means for storing the revised planning factors data in the
15 employee profile data area.

1 19. The computer program product as described in claim 18
2 further comprising:
3 means for recalculating the combined planning factors data
4 in response to the revisions; and
5 means for dynamically displaying the revised planning
6 factors data on each of the display devices.

1 20. The computer program product as described in claim 14
2 further comprising:
3 means for displaying the evaluation data provided by each
4 of the managers on a plurality of display devices,
5 wherein each display device corresponds to one of the
6 managers;
7 means for receiving comments corresponding to the displayed
8 evaluation data from at least one of the managers;
9 means for receiving a revision request from one of the
10 managers corresponding to the evaluation data;
11 means for revising the evaluation data in response to the
12 revision request; and
13 means for storing the revised evaluation data in the
14 employee profile data area.